

X Bay Head, NJ, Dec 96, 1981

BAY HEAD TEACHERS ASSOCIATION

Ocean County New Jersey

Bay Head School District

ccvd

Ocean County, New Jersey

Borough of Bay Head

BOARD OF EDUCATION

Board of Education

Bay Head

1979-1980 and 1980-1981

Two Year Contract

DOCUMENT OF AGREEMENT

15-02
4-0345

1981.

1980-1981, beginning with September 1, 1979 and ending with June 30,

Following is a two year contract for school years 1979-1980 and

tions of employment.

for the purposes of collective negotiations concerning terms and condi-

which represents the majority of the teachers in the Bay Head School

hereby recognizes the Bay Head Teachers Association as the organization

The Board of Education, Borough of Bay Head, Ocean County, New Jersey,

RECOGNITION

1. Salary schedule for school year 1979-1980:

TERMS AND CONDITIONS OF EMPLOYMENT

(Two Year Contracts)

1979-1980 and 1980-1981 Negotiations
Bay Head Board of Education

Step	BA	BA + 15	BA + 30	MA	MA + 30
1	11,100.	11,250.	11,450.	11,750.	12,350.
2	11,600.	11,750.	11,950.	12,250.	12,850.
3	12,000.	12,150.	12,350.	12,650.	13,250.
4	12,500.	12,650.	12,850.	13,150.	13,750.
5	12,900.	13,050.	13,250.	13,550.	14,150.
6	13,400.	13,550.	13,750.	14,050.	14,650.
7	13,900.	14,050.	14,250.	14,550.	15,150.
8	14,400.	14,550.	14,750.	15,050.	15,650.
9	14,900.	15,050.	15,250.	15,550.	16,150.
10	15,500.	15,650.	15,850.	16,150.	16,750.
11	16,000.	16,150.	16,350.	16,650.	17,250.
12	16,600.	16,750.	16,950.	17,250.	17,850.
13	17,200.	17,350.	17,550.	17,850.	18,450.
14	17,800.	17,950.	18,150.	18,450.	19,050.
15	18,300.	18,450.	18,650.	18,950.	19,550.

To be eligible for the BA+15 or the BA+30 scale, teachers shall produce transcripts from accredited colleges indicating that the 15 or 30 credits are graduate credits or credits for courses approved by the Board prior to enrolling in the program. To be eligible for the MA+30 scale, teacher transcripts shall indicate that the credits are graduate credits taken after the conferring of the Master's degree.

Step	BA	BA + 15	BA + 30	MA	MA + 30
1	11,800.	11,950.	12,150.	12,450.	13,050.
2	12,300.	12,450.	12,650.	12,950.	13,550.
3	12,700.	12,850.	13,050.	13,350.	13,950.
4	13,300.	13,450.	13,650.	13,950.	14,550.
5	13,700.	13,850.	14,050.	14,350.	14,950.
6	14,200.	14,350.	14,550.	14,850.	15,450.
7	14,700.	14,850.	15,050.	15,350.	15,950.
8	15,300.	15,450.	15,650.	15,950.	16,550.
9	15,800.	15,950.	16,150.	16,450.	17,050.
10	16,400.	16,550.	16,750.	17,050.	17,650.
11	17,000.	17,150.	17,350.	17,650.	18,250.
12	17,600.	17,750.	17,950.	18,250.	18,850.
13	18,200.	18,350.	18,550.	18,850.	19,450.
14	18,900.	19,050.	19,250.	19,550.	20,150.
15	19,400.	19,550.	19,750.	20,050.	20,650.

2. Salary schedule for school year 1980-1981:

(Two Year Contract)

3. For each eligible teacher the Board of Education will pay Full Family Blue Cross/Blue Shield, Rider J and Major Medical Coverage.
4. Teachers having 10 years' service with the Bay Head School System, shall be entitled to an additional salary step of \$750.00.
5. For each eligible teacher the Board of Education will pay Single Coverage New Jersey.
6. For each eligible teacher the Board of Education will pay for Single Coverage (Employee only), for the Prepaid Prescription Program under Blue Cross of New Jersey.
7. Monthly payroll deductions shall be made by the Board Secretary for those teachers who are members of the N.J.E.A. Authorization cards to be properly signed by teachers.

Terms and Conditions of Employment continued

- A. DEFINITION
- A grievance is defined as a claim based upon a dissatisfaction which an interpretation, violation or application of this agreement affecting any person included in the bargaining unit.
- B. PROCEDURE
1. Time limits and steps:
- (a) The person having a grievance will first discuss it with the principal. The principal will meet with the grievant within ten (10) school days after presentation, in an attempt to resolve the problem.
- (b) If not resolved under (a) above, the grievant will submit the written answer in writing to the principal who will in turn give a written answer within five (5) school days of the submission.
- (c) If not resolved at this step, the grievant and/or his representative may submit the written grievance and the Board will submit its disposition by thirty (30) calendar days or sooner.
- (d) Time limits for lasting a grievance will be no more than ten (10) school days after the occurrence of the grievance.
- If at any step of this procedure it is necessary to extend the time limits it must be mutually agreed to by the parties.
- (e) If not resolved at this step, the grievant and/or his representative may appeal the Board's decision to the Public Employees Relations Commission (PERC). (Cost of which shall be borne by the parties equally)
- (f) This procedure or any succeeding procedure entered into by the parties can, in no way, infringe upon the statutory right of the Board of Education to exercise its prerogative to rehire or not to rehire a teacher who has not acquired tenure in this district.

1. Ten days for personal illness or "sick leave" as defined in New Jersey Statutes 18A:30-1 through 6. These days are cumulative from year to year.
- (a) A teacher transferring to Bay Head from another district within New Jersey will be allowed one-half of her unused sick leave, not to exceed 10 days.
- (b) A teacher who is absent for three or more consecutive school days will submit a physician's certificate to the principal upon her return.
2. Personal leave applies to situations of a personal nature whereby a teacher must be absent from her class. These days are not cumulative.
- (a) Up to 5 days allowed for death in the immediate family. The immediate family will include father, mother, spouse, child, niece or nephew.
- (b) Up to 3 days allowed for death of an aunt, uncle, first cousin, in-laws, brother, sister, mother-in-law, father-in-law, and teacher's grandparents.
- (c) One day allowed for death of an aunt, uncle, first cousin, niecie or nephew.
- (d) Three days allowed for personal business. Personal business shall include legal matters, religious observance, post graduate graduation.
- (e) The Board of Education upon recommendation of the principal reserves the right to grant leave time with full pay for reasons not enumerated herein.
3. Maternity Leave, it is recommended that:
- (a) As soon as any married woman teacher's pregnancy is medically certified, she shall apply for a leave of absence, and shall accept a leave of absence as provided in these regulations.
- (b) A maternity leave of absence, without pay, may be for a period of a year and a half (18 calendar months). The expiration of all maternity leaves shall coincide with the beginning of the school year unless the board and the teacher mutually agree to a different entry time.
- (c) Noting in these regulations shall be construed as obligating the Board of Education to grant leaves of absence to married women teachers who are not under tenure.
- (d) The name of the teacher on maternity leave may be placed on the substitute list.

(Para. 2 and 3 Amended 1974-75 Negotiations)
(Approved October 11, 1966)

4. Professional visitation of one day will be allowed each teacher with the approval of the administrative principal. A brief report of this visitation will be conveyed to the principal at the teacher's earliest convenience.

Teachers Assn. Negotiators: Anita Baron and Carmen Maglano

Board Negotiators: Darlene Mauro and Arthur A. Cannon

Anita Baron

Vice President

Darlene S. Mauro

Arthur A. Cannon

President

Secretary

Arthur A. Cannon

President

Arthur A. Cannon

BAY HEAD BOARD OF EDUCATION:

BAY HEAD TEACHERS ASSOCIATION:

In witness whereof the Bay Head Teachers Association has caused this Agreement to be signed by its President and Secretary and the Board of Education has caused this Agreement to be signed by its President and Secretary and its corporate seal to be placed and attested by its Secretary, and its corporate seal to be placed hereon on this 8 day of July 1979.

contingue in effect until June 30, 1981.

This Agreement shall be effective as of September 1, 1979 and shall

